

Easter Seals Midwest



HONESTY ● DEDICATION ● RESPECT

Tiered Supports

Easter Seals Midwest

Agency Description:

- Employs more than 1,400 staff members
- Operates a budget of \$50 million
- Delivers services to more than 4,000 individuals statewide
- **Four specific divisions:**
 - Autism Services
 - Early Childhood Services
 - Community Living Services
 - Employment and Community Services



HONESTY • DEDICATION • RESPECT

ESMW Tiered Supports Rollout

Rollout to staff to begin *May, 2015*

- PowerPoint presentation
 - Customized to help all departments have a unified theme and understanding
- Teambuilding events surrounding our value words
- Thank you cards – recognizing staff in the moment



HONESTY • DEDICATION • RESPECT

Quality and Training

- NEO – all new employees are provided an overview of Tiered Supports
- Employees who work in areas where behavior development plans are utilized – trained on Tools upon hire
- A-Team continuation of monthly meetings
- Follow up Asset review with DMH one year post implementation



HONESTY • DEDICATION • RESPECT

Initial barriers to overcome:

- Determining if Tiered Supports aligns with current agency trainings and philosophy
- Involvement with all departments across the state (large agency with multiple departments)
- Financial backing to promote program implementation
 - Funding the training component
 - Marketing materials to promote the program and acknowledge employees



Observations Database

With proper configuration and programming, MS Access is a powerful tool for managing data

Key features include:

- Design flexibility
- Data validation and required field settings
- Multiple user data entry
- Customized reporting capabilities
- Simple user interface that offers a matrix of menu options
- Protected data tables



Quick & Clean Data Entry



Observations Data Entry

Site/Location: Team:

Supervisor:

Manager:

Director:

Observation Date:

Start Time:

End Time:

Primary Setting:

of Individuals Present:

of Staff Present:

Observer Name:

of Use Reinforcement:

of Stay Close Random, Routine, Cool:

of Coercive Contingent:

of Coercive Non-Contingent:

drop-down lists

common area
living room
kitchen
common area
yard
volunteer site
community
basement
bathroom
laundry room
gym
classroom

Positives / Negatives

3 : 2

calculated ratio

Clear Form

Save / Exit



HONESTY • DEDICATION • RESPECT

Safely Update Value Lists

Indirect Access to Data Tables

Update Drop-Down Lists

Use the buttons below to select the lists you wish to update

<input type="button" value="CL Directors"/>	<input type="button" value="CL Supervisors"/>
<input type="button" value="CL Managers"/>	<input type="button" value="CL Observers"/>
<input type="button" value="CL Sites"/>	<input type="button" value="CL Teams"/>
<input type="button" value="Exit"/>	

Remove CL Team From Drop-Down Lists

Set Status to Inactive, click Save and Close button

Team Name:

Apt/SL
KC
Southwest
St. Charles
STL North
STL South
STL West
Test Team

Status:

Active
Active
Active
Active
Active
Active
Active
Active

Program:

CL
CL
CL
CL
CL
CL
CL
CL

locked field

Add CL Team To Drop-Down Lists

Enter Team Name in the empty field below. Make sure status and program selections are correct.

Team Name:

Status:

Active

Program:

CL

contains hidden auto-number field



HONESTY • DEDICATION • RESPECT

Custom Reporting Capabilities

Require Users To Define Report Criteria



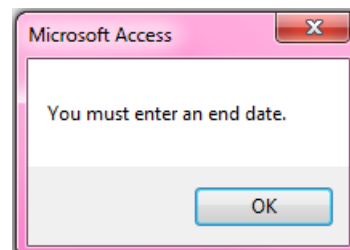
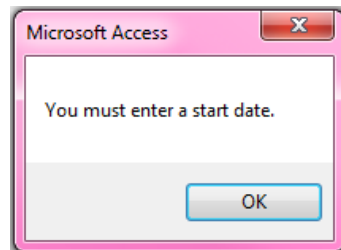
Run An Observations Report By Director

Start Date:

End Date:

Select Directors:

Programmed Pop-Up Alerts



HONESTY • DEDICATION • RESPECT

Sample Reports



Observations By Director

date criteria

01/01/15 - 04/30/15

Director Name	Director Ratio		Site Name	Site Ratio		Observation Dates	Use Reinforcement	Stay Close Random, Routine, Cool	Coercive Contingent	Coercive Non-Contingent
	+	-		+	-					
Director, Test1	20 : 7		Testing Site1	2 : 1		3/29/2015	2	3	1	1
						3/15/2015	2	4	1	2
						2/10/2015	1	2	1	1
			Testing Site2	4 : 1		2/1/2015	2	4	0	0
Director, Test2	2 : 1		Testing Site2	4 : 1		4/3/2015	2	4	1	2
						4/1/2015	4	6	2	2
			Testing Site3	2 : 1		3/21/2015	4	2	2	2

Thursday, April 16, 2015

2:12 PM

date & time stamps

Page 1 of 1



HONESTY • DEDICATION • RESPECT



Observations By Site

01/01/15 - 04/30/15

Site	Site Ratio + -	Date	Use Reinforcement	Stay Close Random, Routine, Cool	Coercive Contingent	Coercive Non- Contingent
Testing Site1	2 : 1					
		2/10/2015	1	2	1	1
		3/15/2015	2	4	1	2
		3/29/2015	2	3	1	1
Testing Site2	4 : 1					
		2/1/2015	2	4	0	0
		4/3/2015	2	4	1	2
Testing Site3	2 : 1					
		3/21/2015	4	2	2	2
		4/1/2015	4	6	2	2

Friday, April 17, 2015

1:53 PM

Page 1 of 1



Easter Seals Midwest



HONESTY ● DEDICATION ● RESPECT

Tiered Supports